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ZELIA BAUGH  
COMMISSIONER

BEATRICE J. MCLEAN  
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**AN EQUAL OPPORTUNITY EMPLOYER**  
**ANNOUNCEMENT OF INTENT TO FILL VACANT NON-MERIT POSITIONS**

**JOB TITLE:** Registered Nurse II (2 positions)

**NUMBER:** 12-02

**JOB CODE:** N3500 (Shift to be determined)

**POSITION #:** 8805378  
8805619

**SALARY RANGE:** (76) \$43,339.20 - \$65,690.40 Annually  
(Plus \$2.00 shift differential for 2<sup>nd</sup> shift)

**DATE:** 1/12/2012

**JOB LOCATION:** Searcy Hospital, Mt. Vernon, AL

**SHIFT AVAILABLE:** 7:00 pm – 7:00 am

**QUALIFICATIONS:** Graduation from an accredited school of nursing and three (3) years experience as a Registered Nurse or graduation from an accredited four-year college or university with a degree in nursing and two (2) experience as a Registered Nurse.

**NECESSARY SPECIAL QUALIFICATIONS:** Possession of a certificate of registration to practice nursing as issued by the Alabama Board of Nursing.

**KIND OF WORK:** This is professional supervisory nursing work in a state mental health facility. Employee is responsible for the delivery of client care through the nursing process of assessment, diagnoses, planning, implementation, and evaluation. Responsible for directing and coordinating all nursing care for assigned clients based on unit/program established clinical nursing practice standards. Collaborates with other professional disciplines to ensure effective and efficient client care delivery and achievement of desired client outcomes. Supports the organization's vision and mission. Utilizes knowledge of client's age and cultural diversity in the provision of client care. Contributes to the provision of quality nursing care through quality enhancement techniques that demonstrate positive outcomes in client care. Kind of work includes supervising RN Is, LPNs, and Mental Health Workers on a day-to-day basis, Executing performance appraisals on assigned employees, Effectively managing medical/psychiatric/behavioral emergency situations, Obtaining/Supervising the collection of lab specimens, Correctly completing acuity and census information, Consistently utilizing standard precautions and participating in Infection Control Programs, Assessing clients upon admission, Coordinating facility wide scheduling and staffing for assigned shift, Investigating incidents and responding to Crisis/Emergencies, Serving as house supervisor, Administering medication in accordance with Departmental/Facility policies, Granting leave in a timely manner to ensure compliance with policies, Supervising employees responsible for care of clients, Functioning as Charge Nurse, Maintaining records of supervisory conferences, Completing Nursing Assessments thoroughly and accurately, Making rounds on assigned units, Communicating verbally and in writing with physicians, staff, and clients, Transcribing/Writing/Completing doctor's orders, progress notes, and forms, Collecting performance improvement data, Assuring that nursing staff can perform specified procedures and use

special equipment by utilizing competency verification, Orienting new employees, developing teaching plans, and performing other duties as assigned.

**REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:** Ability to communicate effectively orally and in writing, Knowledge, skills, and ability to recognize medical and psychiatric emergencies, Ability to interact with many types of people, clients, peers, subordinates, supervisors, public, etc., in delicate, frustrating or tense situations, Ability to exercise self control in acting independently, taking charge, and taking moderate risks in situations not covered by existing procedures, Ability to provide client care utilizing nursing processes, standards of care, and nursing plans of care, Ability to supervise, to include the ability to delegate, instruct, discipline, commend, and interview as needed to evaluate staff performance, ensure completion of tasks as scheduled, assign work load, address complaints and orient new employees, Ability to make decisions as needed, evaluate effectiveness of treatment/training programs and establish priorities, Ability to operate medical equipment, Ability to provide education to clients, Ability to combine information for various sources to produce new ideas or solutions

**METHOD OF SELECTION:** Applicants will be rated on the basis of an evaluation of their training, and experience. Applicants should provide adequate work history identifying experiences related to the duties and minimum qualifications as above mentioned. All relevant information is subject to verification. Drug Screening Required. Security clearances will be conducted on prospective applicants being given serious consideration for employment.

**HOW TO APPLY:** Use an official Application for Professional Employment (Exempt Classification) which may be obtained from this office. Applications may also be obtained from our website at [www.mh.alabama.gov](http://www.mh.alabama.gov). **Only work experience detailed on the application will be considered.** Additional sheets, if needed, should be in the same format as the application. Resumes will not be accepted in lieu of an official application. Applications should be returned to **SEARCY HOSPITAL, OFFICE OF HUMAN RESOURCES, 725 E. COY SMITH HIGHWAY, MT. VERNON, ALABAMA 36560-3322** by **OPEN UNTIL FILLED** in order to be considered for the position.

**COPIES OF LICENSE/CERTIFICATIONS SHOULD BE FORWARDED WITH YOUR APPLICATION OR FURNISHED DURING INTERVIEW. AN OFFICAL COPY OF ACADEMIC TRANSCRIPTS IS REQUIRED AND MUST BE FORWARDED BY THE COLLEGE OR UNIVERSITY TO THE OFFICE OF HUMAN RESOURCES AT THE ABOVE ADDRESS.**